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Fitting in: Social inclusion in workplaces where people with intellectual
disability are employed.

A thesis presented in partial fulfilment of the requirements for the degree of

Master of Arts

in

Rehabilitation

at Massey University, Palmerston North, New Zealand

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2003

ABSTRACT

Work is one important aspect of inclusion for people with intellectual disability. Success at work and inclusion in the culture of the workplace is a crucial step towards community membership. This research explored the potential of workplace culture analysis for identifying inclusive characteristics of New Zealand workplaces where people with intellectual disability were employed. Eight different workplaces were surveyed and patterns and variations in job entry, orientation and training, company policies, job design, custom and practice, and social opportunities were examined. Several factors influencing inclusion of employees in the workplace culture were identified, e.g. full-time vs. part-time, level of employment support, limiting expectations, employer and co-worker attitudes. The implications of results for tertiary transition programmes and further research are discussed.

ACKNOWLEDGEMENTS

To my family and friends for their unfailing support and understanding.

To Dr David Hagner for his inspiration and permission to use the Workplace Culture Survey.

To my study participants who gave me their time and shared their experiences.

To Dr Regina Pernice who provided advice and encouragement throughout the process.

To the Human Ethics Committee of Massey University for granting approval for the research.

To the Eastern Institute of Technology for financial assistance with fees.

Thank you.

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